AMEND THE CLASSIFICATION AND SALARY PLAN MODIFYING THE SALARY RANGE OF MULTIPLE POSITIONS

City Council Meeting
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Human Resources Department

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BACKGROUND

The Personnel Officer, on behalf of the City Manager, insures the orderly and consistent administration of the City Council's adopted classification and salary plan.

The Personnel Officer will make recommendations that various classifications be abolished, created or modified, and that some existing salary ranges be adjusted.

BACKGROUND

During the recent round of labor negotiations, the City and Teamsters 856 mutually identified specific classifications as having ongoing recruitment and retention issues including: multiple failed recruitments, employment offers to qualified candidates being rejected due to compensation, and insufficient candidate pools with a lack of qualified candidates possessing the minimum qualifications for the classification.

BACKGROUND

The parties agreed that the City would complete a total compensation survey for the identified classes by January 1, 2022, and make recommendations to Council to adjust the salary based on the survey information and recruitment and retention challenges

Analysis

The survey data showed that these classifications were between six and twelve percent below the market average. After completing the total compensation surveys the Union and the City did meet and confer and agreed that the 5% increase is appropriate.

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Fiscal Impact

The total fiscal impact will be approximately $166,535 for FY 21-22 and $360,825 for FY 22-23. The impact to the General Fund for FY 21-22 will be approximately $59,906 and $129, 726 for FY 22-23, which will be added into the respective department budgets during Mid-year adjustments.

RECOMMENDATION

It is recommended by the Human Resources Department that Council, by resolution, amend the City's Classification and Salary Plan to modify the salary range of multiple positions to address issues of recruitment and retention.

QUESTIONS?